

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
JULY 2011



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
Total Number of Inquiries	178	172	244	244	289	314	412						1853
Number of Complaints Drafted	18	26	54	41	70	73	80						362
% of inquiries drafted	10.1%	15.1%	22.1%	17.0%	24.2%	23.2%	19.4						19%
Employment	12	16	37	33	44	50	48						240
Real Estate	2	2	7	2	10	15	7						45
Public Accommodation	0	1	4	0	7	6	5						23
Credit	0	0	0	0	0	0	0						0
Education	1	1	0	1	2	2	2						9
Unknown	3	6	6	5	7	0	18						45
Number of Complaints Formalized	49	43	59	34	82	73	103						443
Employment	33	31	38	29	51	50	85						317
Transferred from EEOC*						1	34						35
Real Estate	11	10	11	3	17	15	9						76
Transferred from HUD**							2						2
Public Accommodation	3	0	6	2	10	6	8						35
Credit	0	0	0	0	1	0	0						1
Education	2	2	4	0	3	2	1						14

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
Number of Inquiries by Region													
Region 1 -Northwest													
Region 2 - Northwest Central													
Region 3 - Southwest Central													
Region 4 - Southwest													
Region 5 - North Central													
Region 6 - Central													
Region 7 - East Central													
Region 8 - Southeast													
Region 9 -Northeast													

Region 1 - *Northwest*: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2 - *North Central*: Cass, Elkhart, Fulton, Kosciusko, Marshall, Miami, St. Joseph and Wabash

Region 3 - *Northeast*: Adams, Allen, DeKalb, Huntington, Lagrange, Noble, Steuben, Wells and Whitley

Region 4 - *Northwest Central*: Benton, Carroll, Clinton, Fountain, Montgomery, Tippecanoe, Warren and White

Region 5 - *Central*: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan and Shelby

Region 6 - *East Central*: Blackford, Delaware, Fayette, Grant, Henry, Howard, Jay, Madison, Randolph, Rush, Tipton, Union and Wayne

Region 7 - *Southwest*: Crawford, Daviess, Dubois, Gibson, Knox, Lawrence, Martin, Orange, Perry, Pike, Posey, Spencer, Vanderburgh and Warrick

Region 8 - *Southwest Central*: Clay, Greene, Monroe, Owen, Parke, Putnam, Vermillion, Vigo and Sullivan

Region 9 - *Southeast*: Bartholomew, Brown, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
% of Aged Cases by Area													
Employment					34%	40.2%	22.4%						32%
Real Estate					0%	0%	7%						2.3%
Public Accommodation					7%	8%	13%						9.3%
Credit					0%	0%	0%						0%
Education					20%	20%	31%						24%
Open Cases by Area													
Employment	233	227	230	225	249	256	243						1663
Real Estate	38	34	40	34	37	32	39						254
Public Accommodation	34	24	16	18	26	31	27						176
Credit	1	0	0	0	1	1	1						4
Education	25	22	20	19	18	22	22						148

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
Number of Cases Closed	65	48	45	44	27	59	82						370
Employment	26	27	28	29	18	39	78						245
Real Estate	12	10	5	11	8	19	3						68
Public Accommodation	12	7	8	2	2	1	0						32
Education	14	4	4	2	2	0	1						27
Credit	1	0	0	0	0	0	0						1
Type of Closure													
NPC	52	40	41	34	23	36	70						296
CWS	6	4	0	4	3	7	4						28
CW	7	0	2	1	1	4	3						18
AD	0	2	0	2	0	3	0						7
FO	0	2	2	3	0	9	5						21

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
Probable/Reasonable Cause Findings	6	0	6	2	2	3	4						23
Employment	5	0	2	2	2	1	4						16
Real Estate	0	0	1	0	0	2	0						3
Public Accommodation	0	0	2	0	0	0	0						2
Education	1	0	1	0	0	0	0						2
Credit	0	0	0	0	0	0	0						0
Active Cases							38						38
Employment							20						20
Real Estate							8						8
Public Accommodation							4						4
Education							6						6
Credit							0						0
Average Age of Cases since NOF*													

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Lange v. Rolls-Royce Corporation is an employment case based on disability. Complainant alleged that Respondent terminated her due to a perceived disability.

Lucas v. CR Works, Inc. is an employment case based on retaliation. Complainant alleged that Respondent retaliated against her by placing her on indefinite suspension because she filed a previous complaint with the Commission.

Baker v. Roman Marblene Company, Inc. is an employment case based on race. Complainant alleged that Respondent harassed him and subjected him to different terms and conditions.

Murphy v. Frank & Mary's Inc. is an employment case based on sex. Complainant alleged that Respondent subjected her to different terms and conditions than the male employees.

Holloway v. Heartland Automotive is an employment case based on race. Complainant alleged

Stevens v. MSD Pike is an employment case based on race. Complainant alleged

Driver-Hogue v. MSD Pike is an employment case based race. Complainant alleged

Rangel v. Aramark is an employment case based on national origin. Complainant alleged

Wright v. Goldies is an employment case based on sexual harassment. Complainant alleged

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Vanarsdall v. Performance Strategies is an employment case closed with a settlement

Rhoda v. Nondorf is an employment case closed with a settlement

Mason v. CG Trucking is an employment case closed in favor of Respondent

Swain v. Master Pak is an employment case closed with a consent agreement

Pope v. Trevi's is an employment case administratively dismissed

Legal Updates

This section provides information on legal news, passing or changes in law and other state and local laws affecting The Commission.

New Law Limits Access to Criminal History

A change in state law this month allows non-violent offenders to have their criminal records sealed for misdemeanor and Class D felonies. The law, which went into effect on July 1, allows Indiana ex-offenders to file a petition with the court in which they were tried eight (8) years following the completion of their sentence to have their criminal records sealed.